

PUBLIC WORKS DIRECTOR/CITY ENGINEER

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To plan, direct, manage and oversee the activities and operations of the Public Works Department including engineering, capital improvements, vehicle and equipment maintenance; streets, sanitary sewage and storm drain systems; to coordinate assigned activities with other departments and outside agencies; and to provide highly responsible and complex administrative support to the City Manager.

SUPERVISION RECEIVED AND EXERCISED

Receives general administrative direction from the City Manager.

Exercises direct supervision over management, supervisory, professional, technical and clerical staff.

ESSENTIAL FUNCTION STATEMENTS – *Essential responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Assume full management responsibility for all department services and activities including the engineering, capital improvements, streets, sanitary sewage and storm drain systems; and vehicle and equipment maintenance; recommend and administer policies and procedures.
2. Manage the development and implementation of departmental goals, objectives, policies and priorities for each assigned service area.
3. Establish, within City policy, appropriate service and staffing levels; monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; allocate resources accordingly.
4. Plan, direct and coordinate, through subordinate level staff, the Public Works Department's work plan; assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures; meet with key staff to identify and resolve problems.
5. Assess and monitor work load, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct and implement changes.
6. Oversee the development and ensure proper implementation and progress of capital improvement projects.
7. Review, edit and sign off on reports to the City Manager regarding capital improvement projects for submission to the City Council.
8. Review and analyze claims and potential liability matters and provide professional assistance to the City Manager, City Attorney, City Council and insurance claims adjusters.
9. Develop and maintain familiarity with Federal, State, County and regional grant funding programs and maximize grant acquisition for capital projects.

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Essential Functions:

10. Select, train, motivate and evaluate assigned personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures.
11. Oversee and participate in the development and administration of the department budget; approve the forecast of funds needed for staffing, equipment, materials and supplies; approve expenditures and implement budgetary adjustments as appropriate and necessary.
12. Explain, justify and defend department programs, policies and activities; negotiate and resolve sensitive and controversial issues.
13. Represent the Public Works Department to other departments, elected officials and outside agencies; coordinate assigned activities with those of other departments and outside agencies and organizations.
14. Provide staff assistance to the City Manager; participate on a variety of boards, commissions and committees; prepare and present staff reports and other necessary correspondence.
15. Attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of public works maintenance and capital improvement project administration.
16. Respond to and resolve difficult and sensitive citizen inquiries and complaints.
17. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operations, services and activities of a comprehensive public works maintenance and capital improvement program.
Principles and practices of civil engineering.
Principles and practices of program development and administration.
Principles and practices of personnel, City Council and union relations.
Principles and practices of municipal budget preparation and administration.
Principles and practices of construction project management.
Construction and maintenance methods of sewer, streets, curbs, gutters and sidewalks.
Principles and practices of liability on public construction and maintenance projects.
Materials and equipment utilized in municipal public works operations.
Principles, practices, rules and regulations governing grant acquisition.
Principles of supervision, training and performance evaluation.
Pertinent Federal, State and local laws, codes and regulations.

Ability to:

Manage and direct a comprehensive public works program including engineering, capital improvements, streets sanitary sewage and storm drain systems, and vehicle and equipment maintenance.
Develop and administer departmental goals, objectives and procedures.
Analyze and assess programs, policies and operational needs and make appropriate adjustments.
Identify and respond to sensitive community and organizational issues, concerns and needs.
Plan, organize, direct and coordinate the work of lower level staff.

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Ability to:

Delegate authority and responsibility.
Select, supervise, train and evaluate staff.
Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
Research, analyze and evaluate new service delivery methods and techniques.
Administer capital improvement projects.
Develop grant funding programs and acquire grants.
Review and analyze claims and potential liability matters.
Prepare clear and concise administrative and financial reports.
Prepare and administer large and complex budgets.
Interpret and apply applicable Federal, State and local policies, laws and regulations.
Communicate clearly and concisely, both orally and in writing.
Establish and maintain effective working relationships with those contacted in the course of work.
Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Experience and Training Guidelines

*Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying.
A typical way to obtain the knowledge and abilities would be:*

Experience:

Six years of increasingly responsible municipal public works program administration experience including three years of management and administrative responsibility.

Training:

Equivalent to a Bachelors degree from an accredited college or university with major course work in public administration, business administration, civil engineering or a related field.

License or Certificate

Registration as a Professional Civil Engineer in the State of California.